



OPEN LAB

Student Employment as a High Impact Practice

Reimagine possible

December 14, 2020

Grad Lab

Office of Social Work Student Services, Finance & Administration
Department of Social Work
College of Health & Applied Sciences

Goals for this session

- Identify characteristics of student employment as a high impact practice (including NACE)
- Exploring possible student employment positions for graduate students.
- Creating a culture that is supportive of graduate student employment
 - Raises, advancement, evaluation measures
- Identifying the logistics around hiring, paying, training, and supervising student employees.
- Faculty Feedback
- Student Experience
- Next steps and Q and A



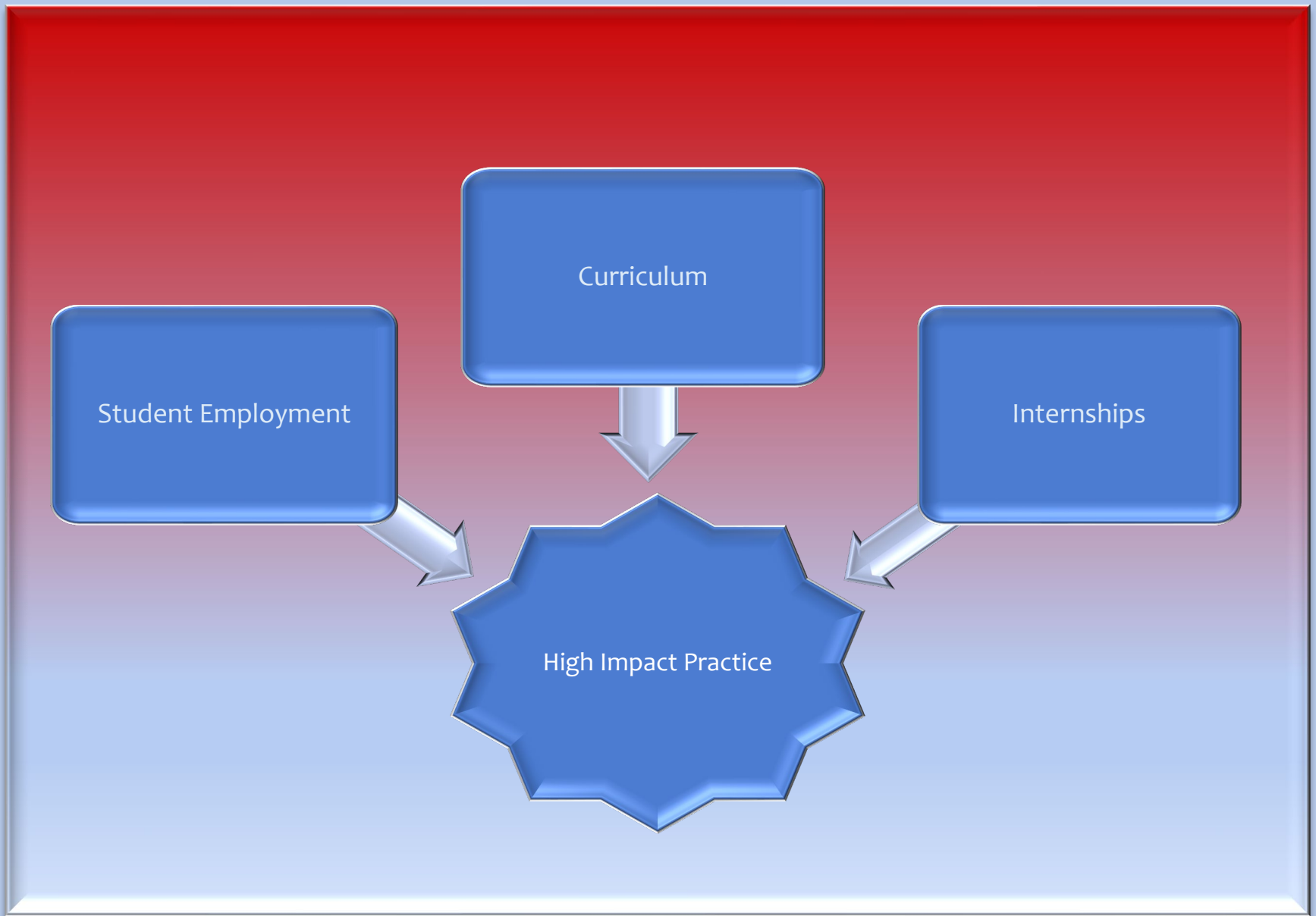


Introductions

- Meet the presenters
- Please update your display name to include your name and program.

Why should you change the way you think about Student Employment?





National Association of College Employers (NACE) Competencies



Career Management



Professionalism &
Work Ethic



Oral & Written
Communication



Digital Technology



Leadership



Critical Thinking &
Problem Solving



Global &
Intercultural Fluency



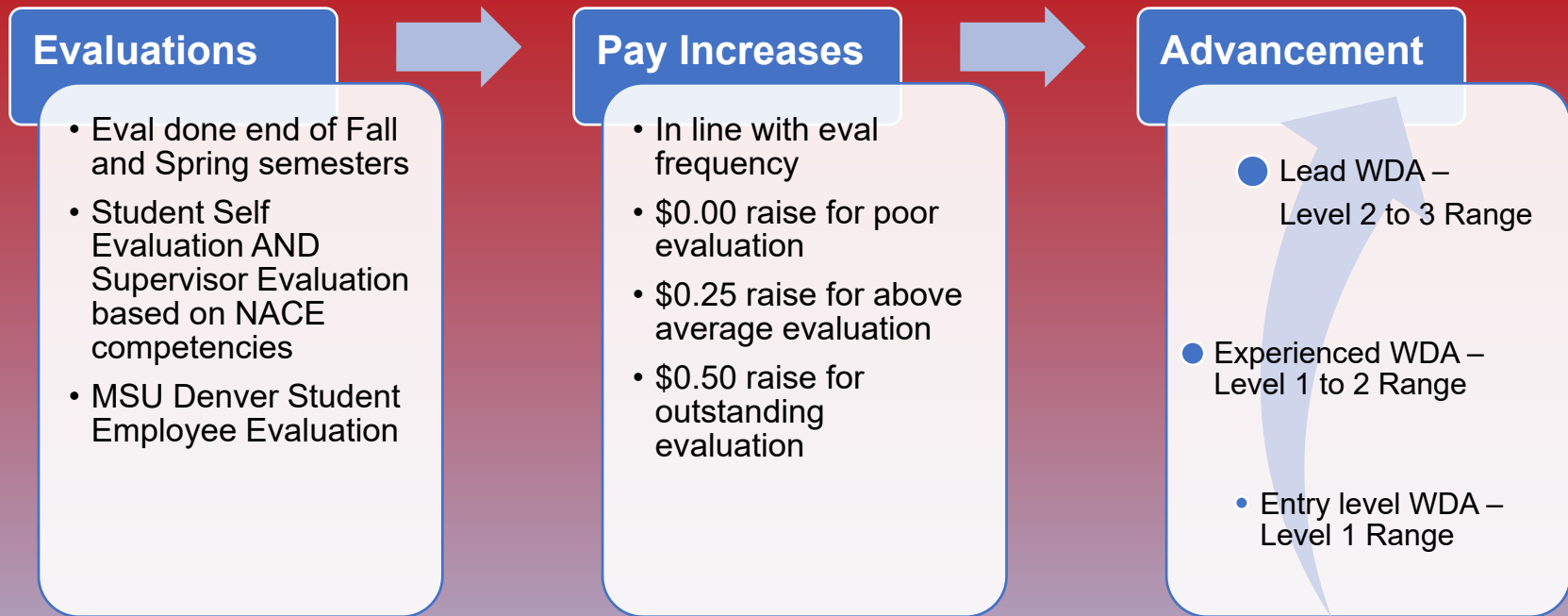
Teamwork &
Collaboration

- **Critical Thinking/Problem Solving:** Exercise sound reasoning to analyze issues, make decisions, and overcome problems. The individual is able to obtain, interpret, and use knowledge, facts, and data in this process, and may demonstrate originality and inventiveness.
- **Oral/Written Communications:** Articulate thoughts and ideas clearly and effectively in written and oral forms to persons inside and outside of the organization. The individual has public speaking skills; is able to express ideas to others; and can write/edit memos, letters, and complex technical reports clearly and effectively.
- **Teamwork/Collaboration:** Build collaborative relationships with colleagues and customers representing diverse cultures, races, ages, genders, religions, lifestyles, and viewpoints. The individual is able to work within a team structure, and can negotiate and manage conflict.
- **Digital Technology:** Leverage existing digital technologies ethically and efficiently to solve problems, complete tasks, and accomplish goals. The individual demonstrates effective adaptability to new and emerging technologies.
- **Leadership:** Leverage the strengths of others to achieve common goals, and use interpersonal skills to coach and develop others. The individual is able to assess and manage his/her emotions and those of others; use empathetic skills to guide and motivate; and organize, prioritize, and delegate work.
- **Professionalism/Work Ethic:** Demonstrate personal accountability and effective work habits, e.g., punctuality, working productively with others, and time workload management, and understand the impact of non-verbal communication on professional work image. The individual demonstrates integrity and ethical behavior, acts responsibly with the interests of the larger community in mind, and is able to learn from his/her mistakes.
- **Career Management:** Identify and articulate one's skills, strengths, knowledge, and experiences relevant to the position desired and career goals, and identify areas necessary for professional growth. The individual is able to navigate and explore job options, understands and can take the steps necessary to pursue opportunities, and understands how to self-advocate for opportunities in the workplace.
- **Global/Intercultural Fluency:** Value, respect, and learn from diverse cultures, races, ages, genders, sexual orientations, and religions. The individual demonstrates, openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals' differences.

Job titles for Graduate Student Employees



Culture – Evaluations, Pay Increases, and Advancement Measures



Position	Proposed Level	Proposed Starting Rate
WDA	1	\$15.50
OSWSS-FA GA	2	\$16.77
RA	2	\$16.77
Field Assistant	1	\$15.50
OSWSS-FA Intern	2	\$15.75
GR Teaching Asst	3	\$17.50

SE Logistics



Ramona Morris (Students)
Carlos Alcala (TCHE)

Work with HR Reps to
list and hire and
manage timesheet
approval

“providing valuable experiences for students to put on the CV”

“They would not have thought about getting a PhD had it not been for the research assistantship. I have seen students take on identities, grow, and explore new areas”

“Witnessed amazing growth ... One of my TAs was so surprised ... it changed their whole trajectory ... to go on and obtain an MSW and serve in leadership roles. They were just so surprised that a teacher saw them as a leader”

Faculty Feedback

“this is something they likely won't get in their field placements.”

“I have now hired my graduate teaching assistant for three semesters in a row and I am completely unwilling to give her up”

“see the many opportunities that exist for them once receiving their degree”

“First, they need the money. Second, I believe working closely with faculty and staff has helped in their academic and professional development.”

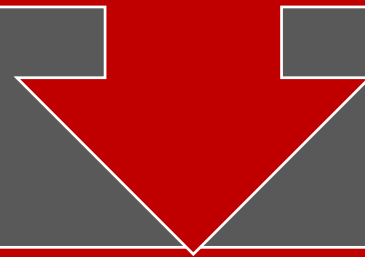
Student
Voices:
“How do you
feel this
position has
prepared you
to enter the
professional
workforce?”

“This Graduate Assistantship prepared me to enter the workforce in a myriad of ways. I feel that this position has improved my oral and written communication skills and has increased my confidence in collaborating with colleagues and clients alike.”

“This Research Assistantship helped me gain skills in the IRB process, data collection/reporting, writing research papers, and creating trainings. These skills are applicable in other social work positions I will apply after graduation or if I apply for my PhD.”

Student Voices

“I am incredibly grateful for the opportunity to not only learn within the Department of Social Work but also work in OSWSS. It has allowed me to feel more connected to the MSU community and has been a great supplement to my learning experience as a student.”



“Thank you for allowing me to be a student employee!”

Building Capacity in your program through Student Employment

“I would not be where I am today if it weren't for being a student employee in the Department of Social Work. OSWSS has been so supportive of helping me grow over the years from a student employee to a new professional. They always found projects to play to and build on my strengths and I always felt like a valued member of the team, even as a student employee.”

Caitlin Plamp, 2015 MSU Denver Grad and current OSWSS-FA Marketing and Communications Coordinator



What's next?

- Create your own high impact employment opportunities
- Let us connect you to someone who has already worked through the development process
- Complete our request form for consultation at:
- <https://www.msudenver.edu/socialwork/oswssfa/gradlab/>



Q & A



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